

Legal Compliance

Companies supplying ConSet (hereinafter referred to as Supplier) undertakes to, at all times comply with all relevant local, national and international laws, regulations and provisions applicable in the country of production, and any additional requirement as stated in this document which may go beyond such laws, conventions, regulations and provisions.

Child labor

Supplier hereby recognises the right of the Child (defined as a person younger than fifteen (15) years of age or, as an exception, fourteen (14) years of age in countries covered by article 2.4 in the International Labour Organisation Convention No. 138) to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the Child's education, or to be harmful to the Child's health or physical, mental, spiritual, moral or social development according to the United Nations Convention on the Rights of the Child Article 32.1, and undertakes to act in accordance with the best interests of the Child in all Suppliers activities. Minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or moral of young persons shall not be less than eighteen (18) years. Supplier shall maintain documentation verifying date of birth for each employee or other worker.

Forced and bonded labor

Supplier shall not make use of forced (defined as all work or service performed under any threat of punishment or confiscation of any personal belongings, or work which is not performed voluntarily), imprisoned or bonded (physically or financially) labour. If guest workers or temporary labour are employed on a contractual basis, such workers shall never be required to remain employed against their own will, for any period beyond the agreed time of the contract. Supplier shall solely pay all commissions and other fees to any recruitment agency in connection to the employment.

Communication of code

Supplier shall effectively communicate to all its sub-suppliers, as well as to its own co-workers, the content of ConSet's code of conduct.

Solid wood

The requirements in this sub-section 1.5 apply solely to supply of products containing solid wood, veneer, plywood or layer glued wood (herein referred to as "wood").

Supplier shall for products supplied to ConSet, solely use wood that has been produced in compliance with existing laws & legislation and accepted forest practices within the country and/or region where the wood originates from. Supplier shall not utilise wood from Intact Natural Forests or nationally/regionally recognised and geographically identified High Conservation Value Forests unless the forest area is certified according to a standard recognised by ConSet. The origin of the wood must be known to region within country, and documented through the Forest Tracing System. Intact Natural Forests are defined as intact or unfragmented forests with a minimum block size of 50 000 ha, where no systematic forest management has been carried out within the area and where access to the area is restricted, i.e. no roads, mines, pipelines etc. High Conservation Value Forests are defined as forests that possess one or more of the following attributes:

- a) Forest areas containing globally, regionally or nationally significant concentrations of bio diversity values (e.g. endangered species); and/or large landscape level forests, contained within, or containing the management unit, where viable populations of most if not all naturally occurring species exist in natural patterns of distribution and abundance.
- b) Forest areas that are in or contain rare, threatened or endangered ecosystems.
- c) Forest areas that provide basic services of nature in critical situations (e.g. watershed protection, erosion control).
- d) Forest areas fundamental to meeting basic needs of local communities (e.g. subsistence, health) and/or critical to local communities' traditional cultural identity (areas of cultural, ecological, economic or religious significance identified in co-operation with such local communities).

Fulfilment of Requirements in ConSet's code of conduct

We hereby confirm that we have read, understood and that we at all times agree to comply with the terms in this Code of Conduct Compliance Commitment and in ConSet's code of conduct.

Date

Name of Supplying Company

Signature

Name

Company Stamp